

## **EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NOTIFICATION AND FEDERAL EMPLOYEE ANTIDISCRIMINATION AND RETALIATION ACT “NO FEAR” Public Law 107-174**

On May 15, 2002, President George W. Bush signed into law the Notification and Federal Employee Antidiscrimination and Retaliation Act, the No FEAR Act. The Act increased Federal agency accountability for acts of discrimination or reprisal taken against employees.

One of the requirements of the No FEAR Act is that Federal agencies post on their public web sites summary statistical data relating to Equal Employment Opportunity complaints filed against the respective agencies.

The United States Secret Service’s public web site contains statistical information in accordance with the No FEAR Act. This data is updated on a quarterly basis.

When reviewing the complaint data, it should be noted that the United States Secret Service formal complaints process was conducted by the Department of the Treasury prior to FY 2004.

The format of data has been changed to follow Department of Homeland Security requirements. No FEAR Act data for the Department of Homeland Security can be found at [www.dhs.gov](http://www.dhs.gov).

For further information, please contact the Director, Office of Equal Opportunity.

United States Secret Service  
Office of Equal Opportunity  
950 H Street, N.W. Suite 7310  
Washington, D.C. 20223

- Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002
- Proposed OPM Regulations for Title II of No Fear
- Proposed EEOC Regulations for Title III of No Fear
- Secret Service EEO Complaint Data

Information Updated as of June 30, 2008

**EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED  
PURSUANT TO THE NO FEAR ACT:  
USSS COMPLAINT ACTIVITY**

Data as of June 30, 2008, 3<sup>rd</sup> Qtr. 2008

Complaint Activity	Comparative Data							
	Previous Fiscal Year Data					2008 Thru 1 <sup>st</sup> Qtr.	2008 Thru 2 <sup>nd</sup> Qtr.	2008 Thru 3 <sup>rd</sup> Qtr.
	2003	2004	2005	2006	2007			
Number of Complaints Filed	4	14	9	11	16	9	10	16
Number of Complainants	4	14	9	11	16	9	10	16
Repeat Filers	1	0	0	0	1	0	0	0

Complaints by Basis	Comparative Data							
	Previous Fiscal Year Data					2008 Thru 1 <sup>st</sup> Qtr.	2008 Thru 2 <sup>nd</sup> Qtr.	2008 Thru 3 <sup>rd</sup> Qtr.
	2003	2004	2005	2006	2007			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>								
Race	3	7	12	4	6	5	6	8
Color	0	2	1	0	0	0	0	1
Religion	1	0	0	1	0	0	0	0
Reprisal	2	10	9	4	9	2	3	5
Sex	1	4	4	3	4	2	3	6
National Origin	2	3	3	0	1	2	2	4
Equal Pay Act	0	0	0	0	0	0	0	0
Age	1	2	2	2	3	1	2	3
Disability	1	4	1	5	3	2	0	3
Non-EEO	0	0	0	0	1	0	0	0

Complaints by Issue	Comparative Data							
	Previous Fiscal Year Data					2008 Thru 1 <sup>st</sup> Qtr.	2008 Thru 2 <sup>nd</sup> Qtr.	2008 Thru 3 <sup>rd</sup> Qtr.
	2003	2004	2005	2006	2007			
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>								
Appointment/Hire	0	0	1	0	0	0	0	0
Assignment of Duties	1	1	2	0	0	0	0	0
Awards	0	0	0	0	1	0	0	0
Conversion to Full-time	0	1	0	0	0	0	0	0

<b>Disciplinary Action</b>								
Demotion	0	0	1	0	0	0	0	0
Reprimand	0	0	0	0	1	1	1	1
Removal	0	0	0	0	0	1	1	1
Suspension	1	0	0	1	1	3	3	4
Other	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	3	1	1	1	1	1	1
Examination/Test	0	0	1	0	0	0	0	0
<b>Harassment</b>								
Non-Sexual	5	3	2	4	3	4	4	6
Sexual	0	1	1	0	0	1	1	1
Medical Examination	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	1	1	1
Promotion/Non-Selection	1	3	5	4	5	1	2	3
<b>Reassignment</b>								
Denied	0	0	1	0	1	0	0	0
Directed	1	0	4	0	2	0	0	0
Reasonable Accommodation	0	1	0	2	0	1	1	1
Reinstatement	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0
Termination	0	4	0	2	0	0	0	1
Terms/Conditions of Employment	1	1	0	0	0	0	0	1
Time and Attendance	0	0	0	0	0	0	0	0
Training	0	0	1	0	0	0	0	0
Other	0	5	5	1	3	0	0	3

<b>Processing Time</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>2008 Thru 1<sup>st</sup> Qtr.</b>	<b>2008 Thru 2<sup>nd</sup> Qtr.</b>	<b>2008 Thru 3<sup>rd</sup> Qtr.</b>
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>			
Complaints pending during fiscal year	13	11	7	25	37	15	14	13
Average number of days in investigation stage	198.6	246.1	203	227.6	215.4	245.6	260.9	277.1
Average number of days in final action stage	537	643	134	190.4	205.1	25	19.3	25
Complaint pending during fiscal year where hearing was requested	10	10	6	14	18	10	11	9
Average number of days in investigation stage	200	260	214	305.9	275.1	245.3	255.6	373.6











Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2008 Thru 1 <sup>st</sup> Qtr.	2008 Thru 2 <sup>nd</sup> Qtr.	2008 Thru 3 <sup>rd</sup> Qtr.
	Previous Fiscal Year Data							
	2003	2004	2005	2006	2007			
Total complaints from previous Fiscal Years	20	23	20	12	13	24	20	18
Total Complainants	20	23	20	12	13	24	19	18
<b>Number complaints pending</b>								
Investigation	1	11	11	0	0	7	5	4
Hearing	15	7	7	7	6	6	6	5
Final Action	4	5	2	5	4	7	5	4
Appeal with EEOC Office of Federal Operations	0	0	0	0	3	4	4	5

Complaint Investigations	Comparative Data					2008 Thru 1 <sup>st</sup> Qtr.	2008 Thru 2 <sup>nd</sup> Qtr.	2008 Thru 3 <sup>rd</sup> Qtr.
	Previous Fiscal Year Data							
	2003	2004	2005	2006	2007			
Pending Complaints Where Investigations Exceeds Required Time Frames	1	2	2	0	1	0	1	3